

## **AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

### **Equal Opportunity Employer**

City National Bank ("CNB") values diversity and inclusion and treats all individuals with respect based on their merit. City National is committed to creating and maintaining a workplace in which all colleagues have an opportunity to participate and contribute to the success of the business and are valued for their skills, experience, and unique perspectives.

City National provides equal employment opportunities to all colleagues and applicants for employment without regard to race, color, religious creed, age (over 40), ancestry, national origin, religion (including religious dress and grooming and having requested accommodation of a bona fide religious belief or practice), sex or gender (including pregnancy, childbirth, breastfeeding and related medical conditions), gender identity, gender expression, sexual orientation, physical or mental disability (including requesting an accommodation for a disability), medical condition (including HIV and AIDS), reproductive health decision making, military and/or veteran status, marital and/or domestic partner status, status as a victim of domestic violence, sexual assault or stalking (including requesting related accommodations), genetic characteristics, or any other Colleague or applicant status or category protected by law. Unlawful discrimination based on any of these characteristics is strictly prohibited and will not be tolerated. Equal employment opportunity applies to all terms and conditions of employment, including hiring, placement, promotion, termination, layoff, recall, transfer, leave of absence, compensation, and training.

Our goal is to promote and maintain a healthy and respectful working environment free of discrimination and harassment, including sexual harassment, where differences are valued and encouraged. All colleagues are expected to conduct themselves in a manner supportive of CNB's commitment to equal employment opportunity. Supervisors and managers are expected to uphold CNB's EEO policy in their organizational units and promptly address potential issues of discrimination and/or harassment based on race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, and military and veteran status or any other basis protected by federal, state, or local law.

CNB is also committed to making reasonable accommodation for the known physical or mental limitations of qualified individuals with disabilities and qualified veterans with disabilities unless such accommodation would impose an undue hardship on the conduct of CNB's business. CNB is equally committed to engaging in an interactive process with any person requesting accommodation to determine whether a reasonable accommodation can be provided. Additionally, colleagues and applicants shall not be subjected to any harassment, threats, coercion, intimidation, or discrimination because they have requested reasonable accommodation; filed a complaint; assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity; or exercised any other right protected by federal, state or local law requiring equal employment opportunity.

**Any colleague or applicant who feels that he or she has been subjected to harassment, intimidation, threats, coercion, or any discrimination, retaliation, or other adverse employment action in violation of this policy should immediately contact a CNB Human Resources Business Partner for assistance.**

### **Affirmative Action Program**

CNB takes affirmative steps to employ and advance in employment qualified women, minorities, protected veterans and qualified individuals with disabilities. CNB has an Affirmative Action Program that consists of positive, goal-oriented steps involving internal and external outreach efforts, the monitoring of those efforts, and the monitoring, administration, design and modification of CNB personnel practices, policies, procedures, and programs, all to endeavor to provide equal employment opportunity to all qualified applicants and colleagues of CNB. The program is administered through written Affirmative Action Plans for minorities, women, individuals with disabilities, and qualified protected veterans, including but not limited to disabled veterans, recently separated veterans, Armed Services medal veterans, and other veterans of a war, campaign, or expedition for which a campaign badge has been authorized. CNB's Affirmative Action Plans are available for review and inspection between the hours of 9 a.m. and 5 p.m. at CNB's Human Resources Division, 555 South Flower Street, 18th Floor, Los Angeles, CA 90071. To arrange for such review, or to update your disability or veteran status at any time, please contact Fred Cabrera, Senior Vice President and Lead HR Business Partner Manager at 213-673-9134 or Mary Morikawa, Senior Vice President and HR Shared Services Manager at 213-673-9260.

### **Designated EEO Officer and Affirmative Action Administrator**

As Chief Executive Officer of City National Bank, I fully support the principles of equal employment opportunity and affirmative action expressed in CNB's policy statements above. In order to appropriately disseminate and implement these policies and programs throughout the Bank, I have appointed Sandy Kuohn, Executive Vice President and Chief Colleague Officer as CNB's Equal Employment Opportunity Administrator. Her duties include the establishment and maintenance of an internal audit and reporting system to measure the effectiveness of CNB's Affirmative Action Program and to ensure the Bank's compliance with CNB employment policies.



Howard Hammond  
Chief Executive Officer